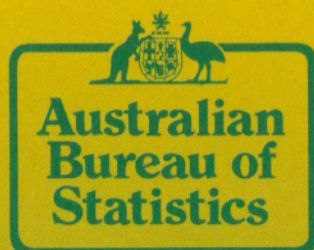
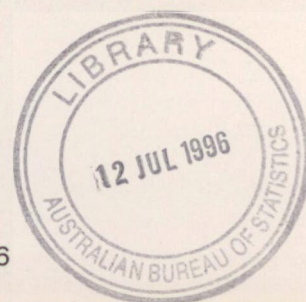


6322.0



1995

EMBARGOED UNTIL 11:30 AM FRI 12 JULY 1996



# Industrial Disputes

Australia

Statistics ■





## NOTES

### CHANGES IN THIS ISSUE

This issue contains data previously published in the ABS standard data service *Industrial Disputes, Australia, 1994* (6322.0.40.001).

A commentary on the main findings of the 1994 Industrial disputes collection and a set of core tables was published in the May 1995 issue of *Labour Force, Australia* (6203.0).

Data on Industrial disputes for 1993 and earlier years was published in *Industrial Disputes, Australia* (6322.0).

### REVISIONS

Revisions have been made to the 1994 annual series as a result of some small disputes which were revised after the release of the previous edition of this publication.

### SYMBOLS AND OTHER USAGES

Where estimates have been rounded, discrepancies may occur between sums of the component items and totals.

— nil or rounded to zero

n.p. not available for publication but included in totals where otherwise indicated.

### INQUIRIES

For further information about statistics in this publication and the availability of related unpublished statistics, contact Information Services on Melbourne (03) 9615 7000 or Henry Ferst on Melbourne (03) 9615 7980.

For information about other ABS statistics and services, please refer to the back of this publication.

W. McLennan  
Australian Statistician



# CONTENTS

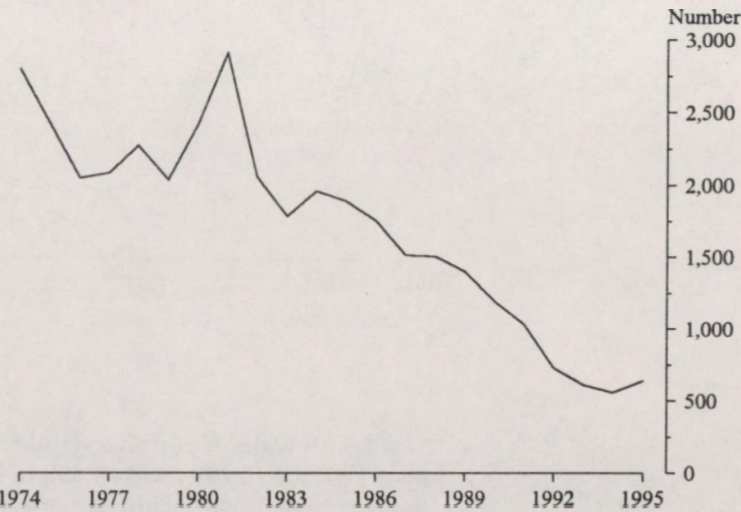
		Page
	Main features	1
TABLES		
Disputes which occurred during year	1 Number of disputes, employees involved, working days lost, Australia, 1985 to 1995	6
	2 Working days lost per thousand employees, by industry, Australia, 1990 to 1995	6
	3 Working days lost per thousand employees, by States and Territories, Australia, 1990 to 1995	6
	4 Number of disputes, employees involved, working days lost, by States and Territories, Australia, 1990 to 1995	7
	5 Working days lost per thousand employees, by industry, States and Territories, Australia, 1995	8
	6 Number of disputes, employees involved, working days lost, by industry, Australia, 1995	8
	7 Employees involved, working days lost, by industry, States and Territories, Australia, 1995	9
Disputes which ended during year	8 Cause of dispute, working days lost, Australia, 1990 to 1995	10
	9 Cause of dispute, number of disputes, employees involved, working days lost, by industry, Australia, 1995	10
	10 Duration of dispute, working days lost, Australia, 1990 to 1995	11
	11 Method of settlement, number of disputes, employees involved, working days lost, by industry, Australia, 1995	11
	12 Distribution of number of employees involved and working days lost, Australia, 1995	12
ADDITIONAL INFORMATION	Explanatory notes	13
	Glossary	16



MAIN FEATURES

DISPUTES WHICH OCCURRED  
DURING 1995

There were 643 disputes reported in 1995, an increase from the 560 in 1994. This is the first increase in the number of disputes since 1984. Over the last 22 years the number of disputes has fallen from a peak of 2,915 disputes in 1981 to 560 in 1994. New South Wales reported 285 disputes in 1995 and accounted for 44% of disputes in Australia during 1995.



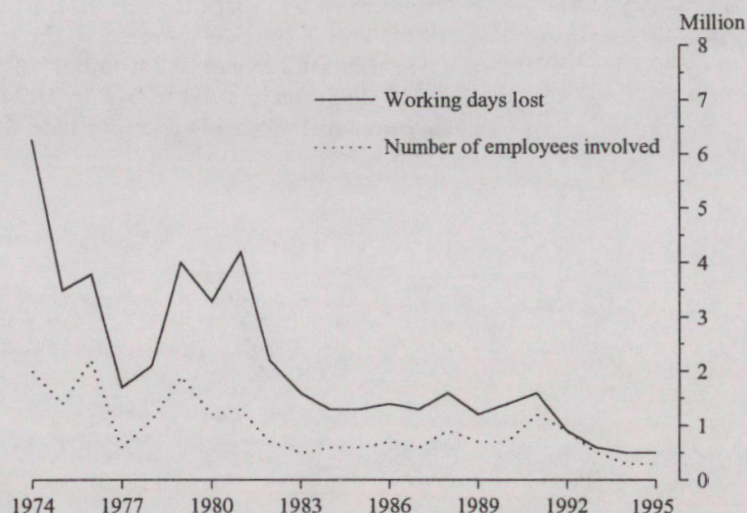
Source: Table 1.

The number of employees involved in industrial disputes (directly and indirectly) increased by 30% from 265,100 in 1994 to 344,300 in 1995. A significant increase in Western Australia in the number of employees involved in disputes, from 15,900 in 1994 to 99,700 in 1995, was the main contributor to this increase.



## WORKING DAYS LOST

The number of working days lost in disputes which occurred during the year increased by 9%, from 501,600 in 1994 to 547,600 in 1995.



Source: Table 1.

New South Wales reported a significant decrease in working days lost, from 223,200 in 1994 to 113,600 in 1995. South Australia, Tasmania and the Northern Territory also reported a decrease in working days lost compared to 1994.

In Western Australia the number of working days lost increased from 27,400 in 1994 to 101,600 in 1995, and accounted for 19% of time lost in Australia during 1995. The main contributor to this increase in Western Australia was the Manufacturing industry which reported 36,900 working days lost. Victoria and Queensland reported increases in working days lost compared to 1994 of 45% and 37% respectively. Queensland recorded 182,700 working days lost, the highest calendar year figure for this State since 1988.

Two industries predominated in the level of industrial disputation. The Mining industry reported 189,100 working days lost accounting for 35% of total working days lost during 1995. The Mining industry in Queensland lost 107,400 working days which was 57% of the Australian Mining industry total. The Manufacturing industry reported 159,900 working days lost for Australia, accounting for 29% of total working days lost during 1995.

Education; Health and community services industry reported 70,900 working days lost, the lowest calendar year total for this industry since the series was first compiled separately in 1983.

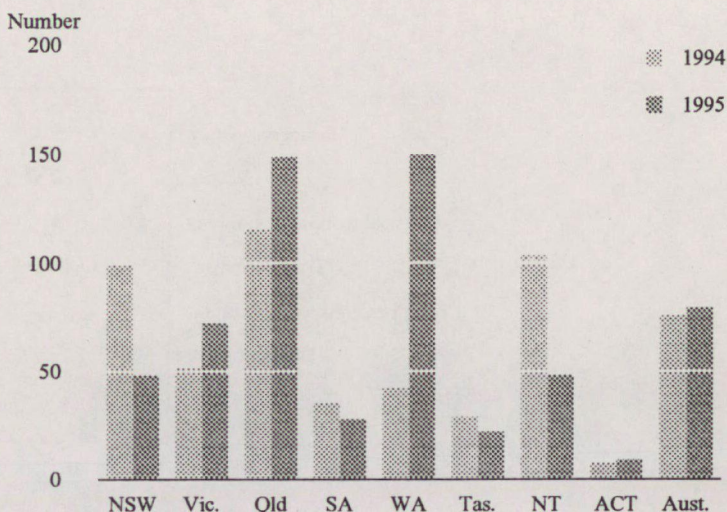


## WORKING DAYS LOST PER THOUSAND EMPLOYEES

There were 79 working days lost per thousand employees in disputes which occurred during 1995, an increase from 76 recorded in 1994.

At the industry level, the highest number of working days lost per thousand employees occurred in the Coal mining industry (4,660). Within this industry, Queensland reported 13,481 working days lost per thousand employees and New South Wales reported 2,989.

Mining (other than Coal) (from 323 to 1,359) and Construction (from 59 to 115) reported substantial increases in working days lost per thousand employees. Coal mining reported the largest decrease (from 5,964 to 4,660) in 1995.



Source: Table 3.

New South Wales (from 99 to 48) and the Northern Territory (from 103 to 48) reported substantial reductions in working days lost per thousand employees compared to the previous year. In contrast, Western Australia reported the largest increase, from 42 in 1994 to 150 in 1995.



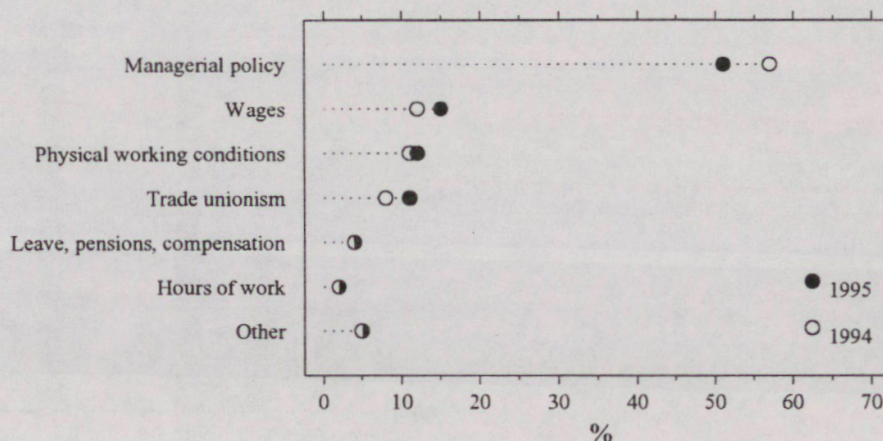
## DISPUTES WHICH ENDED DURING 1995

There were 638 disputes which ended during 1995, involving 347,300 employees and the loss of 555,100 working days. This is an increase of 8% in working days lost compared with 1994, when 514,800 working days were reported lost.

The Coal mining industry (108,500) accounted for 20% of all working days lost for disputes which ended during 1995.

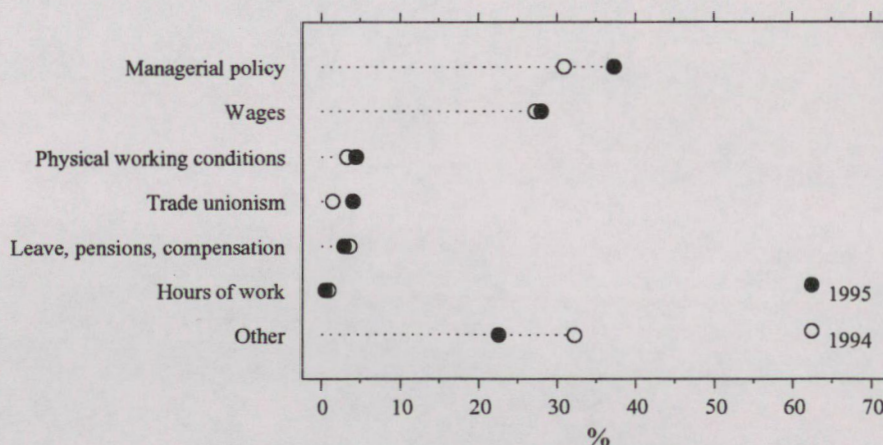
## CAUSES OF DISPUTES

Managerial policy was the most common cause of disputes which ended during 1995 and was responsible for 327 disputes or 51% of all disputes ended in this period. Disputes with Managerial policy as the cause, involved 75,800 employees (22%) and accounted for 207,300 working days lost (37%).



Source: Table 9.

Disputes over wages was the other major cause of industrial stoppages, accounting for 28% of working days lost.



Source: Table 8.



## DURATION OF DISPUTES

Disputes lasting over two and less than five days accounted for 28% of total working days lost in 1995. Disputes lasting up to and including one day, accounted for 24% working days lost.

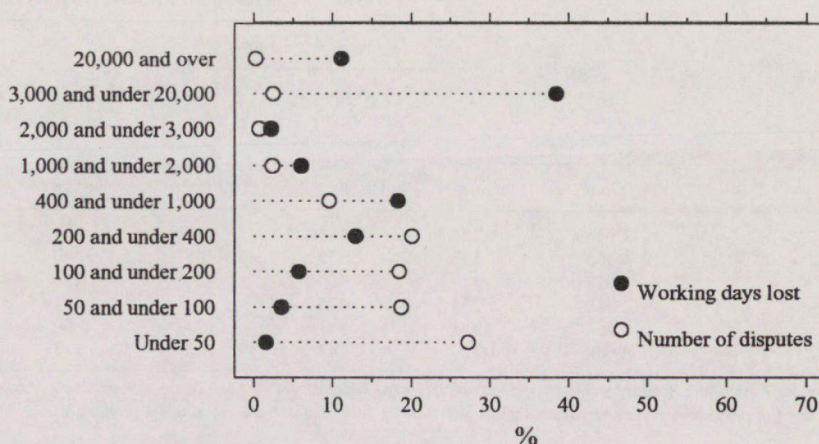
## METHOD OF SETTLEMENT

In 1995, there were 433 disputes which were settled by 'Resumption without negotiation' accounting for 68% of all disputes ended. This category also reported the largest number of employees involved (265,100 or 76%), and the highest number of working days lost (301,700 or 54%). Negotiation was the major reported method of settlement for 105 disputes (16% of all disputes).

## EMPLOYEES INVOLVED

Of the disputes ended during 1995, 174 disputes involved fewer than 50 employees. These disputes accounted for only 2% of total working days lost. There were 16 disputes involving greater than 3,000 and under 20,000 employees, which accounted for 213,800 working days lost or 39% of total working days lost.

There were nine large disputes involving 10,000 or more working days lost during 1995. These nine disputes accounted for 47% of total working days lost.



Source: Table 12.



**TABLE 1. INDUSTRIAL DISPUTES WHICH OCCURRED DURING EACH YEAR 1985 TO 1995, AUSTRALIA**

Period	Number of disputes		Employees involved ('000)						Working days lost per thousand employees	
			Directly		Indirectly		Total			
	Commenced during period	Total	Newly involved(a)	Total	Newly involved(a)	Total	Newly involved(a)	Total		Working days lost ('000)
1985	1,876	1,895	524.5	542.3	28.2	28.2	552.7	570.5	1,256.2	228
1986	1,747	1,754	653.8	671.6	20.1	20.1	673.9	691.7	1,390.7	242
1987	1,512	1,517	574.9	590.3	18.5	18.5	593.4	608.8	1,311.9	223
1988	1,502	1,508	883.6	884.1	10.3	10.3	893.9	894.4	1,641.4	269
1989	1,391	1,402	695.3	698.6	11.2	11.2	706.4	709.8	1,202.4	190
1990	1,189	1,193	721.9	725.9	4.0	4.0	725.9	729.9	1,376.5	207
1991	1,032	1,036	1,173.5	1,176.2	5.4	5.4	1,178.9	1,181.6	1,610.6	248
1992	726	728	867.6	867.8	3.8	3.8	871.3	871.5	941.2	147
1993	607	610	482.4	482.7	6.8	6.8	489.2	489.6	635.8	100
1994	556	560	261.0	262.7	2.4	2.4	263.4	265.1	501.6	76
1995	635	643	332.2	341.0	3.2	3.2	335.4	344.3	547.6	79

(a) Comprises employees involved in disputes that commenced during the year and additional employees involved in disputes that continued from the previous year.

**TABLE 2. INDUSTRIAL DISPUTES WHICH OCCURRED DURING EACH YEAR 1990 TO 1995 : BY INDUSTRY, AUSTRALIA**  
(Working days lost per thousand employees)

Period	Manufacturing								All industries
	Mining		Metal product; Machinery and equipment	Other	Const- ruction	Transport and storage; Commu- nication services	Education; Health and community services	Other industries(a)	
	Coal	Other							
1990	4,966	1,284	1,181	197	161	279	149	24	207
1991	4,465	597	1,555	268	349	214	147	60	248
1992	3,078	840	309	243	126	192	172	57	147
1993	2,915	254	426	121	41	37	106	41	100
1994	5,964	323	117	123	59	137	63	16	76
1995	4,660	1,359	142	160	115	84	57	12	79

(a) Comprises Agriculture, forestry and fishing; Electricity, gas and water supply; Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Government administration and defence; Cultural and recreational services; Personal and other services.

**TABLE 3. INDUSTRIAL DISPUTES WHICH OCCURRED DURING EACH YEAR 1990 TO 1995 : STATES AND TERRITORIES, AUSTRALIA**  
(Working days lost per thousand employees)

Period	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
1990	274	219	100	230	177	63	23	60	207
1991	494	123	101	111	196	27	47	18	248
1992	80	359	61	24	89	271	38	21	147
1993	83	157	117	50	48	28	31	75	100
1994	99	52	115	35	42	29	103	8	76
1995	48	72	148	28	150	22	48	9	79



TABLE 4. INDUSTRIAL DISPUTES WHICH OCCURRED DURING EACH YEAR 1990 TO 1995 : STATES AND TERRITORIES, AUSTRALIA

Period	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
NUMBER OF DISPUTES COMMENCING									
1990	548	161	179	53	190	26	13	19	1,189
1991	438	153	154	67	155	30	18	17	1,032
1992	278	114	121	32	133	23	20	12	726
1993	239	114	125	38	110	19	11	9	607
1994	229	106	139	39	82	30	15	9	556
1995	283	107	163	27	69	26	7	12	635
NUMBER OF DISPUTES WHICH OCCURRED DURING THE YEAR									
1990	548	165	179	53	190	26	13	19	1,193
1991	439	155	154	67	156	30	18	17	1,036
1992	279	114	121	32	134	23	20	12	728
1993	241	114	125	38	111	19	11	9	610
1994	230	109	139	39	82	30	15	9	560
1995	285	110	167	28	70	27	7	12	643
EMPLOYEES NEWLY INVOLVED('000)(a)									
1990	340.9	165.1	53.4	73.8	73.1	9.9	1.0	8.6	725.9
1991	866.1	134.6	61.5	34.9	63.1	7.2	2.3	9.2	1,178.9
1992	163.3	598.8	45.4	23.2	28.7	7.6	2.7	1.6	871.3
1993	146.2	200.9	79.3	21.7	27.5	2.7	1.2	9.7	489.2
1994	118.5	50.6	55.2	15.1	15.9	5.6	1.4	1.0	263.4
1995	75.3	77.6	49.4	27.6	99.4	3.2	1.7	1.4	335.4
TOTAL EMPLOYEES INVOLVED('000)									
1990	340.9	169.1	53.4	73.8	73.1	9.9	1.0	8.6	729.9
1991	867.9	135.5	61.5	34.9	63.1	7.2	2.3	9.2	1,181.6
1992	163.5	598.8	45.4	23.2	28.8	7.6	2.7	1.6	871.5
1993	146.4	200.9	79.3	21.7	27.6	2.7	1.2	9.7	489.6
1994	118.6	52.2	55.2	15.1	15.9	5.6	1.4	1.0	265.1
1995	76.5	79.0	54.7	27.8	99.7	3.4	1.7	1.4	344.3
EMPLOYEES DIRECTLY INVOLVED('000)									
1990	340.1	168.0	53.0	73.0	72.3	9.9	1.0	8.6	725.9
1991	866.5	133.6	60.5	34.6	62.4	7.1	2.3	9.2	1,176.2
1992	163.4	595.4	45.3	23.2	28.6	7.6	2.7	1.6	867.8
1993	146.3	195.4	78.7	21.4	27.4	2.7	1.2	9.7	482.7
1994	118.0	50.8	55.2	14.9	15.7	5.6	1.4	1.0	262.7
1995	76.4	78.2	52.6	27.8	99.7	3.2	1.7	1.4	341.0
EMPLOYEES INDIRECTLY INVOLVED('000)									
1990	0.8	1.1	0.4	0.8	0.8	—	—	—	4.0
1991	1.3	1.9	1.0	0.3	0.7	0.1	—	—	5.4
1992	0.1	3.3	0.2	—	0.2	—	—	—	3.8
1993	0.1	5.6	0.6	0.3	0.2	—	—	—	6.8
1994	0.5	1.4	—	0.3	0.2	—	—	—	2.4
1995	0.1	0.9	2.1	—	—	0.1	—	—	3.2
WORKING DAYS LOST('000)									
1990	622.9	391.2	107.9	125.8	108.4	10.7	1.7	7.9	1,376.5
1991	1,106.3	209.2	106.6	59.3	119.1	4.4	3.3	2.3	1,610.6
1992	174.3	586.4	66.3	12.2	53.6	43.0	2.7	2.7	941.2
1993	178.3	257.2	128.4	25.6	29.5	4.5	2.1	10.3	635.8
1994	223.2	87.0	133.3	18.0	27.4	4.6	7.0	1.1	501.6
1995	113.6	126.1	182.7	15.3	101.6	3.5	3.6	1.2	547.6

(a) Comprises employees involved in disputes which commenced during the year and additional employees involved in disputes which continued from the previous year.



**TABLE 5. INDUSTRIAL DISPUTES WHICH OCCURRED DURING 1995 : BY INDUSTRY, STATES AND TERRITORIES, AUSTRALIA**  
(Working days lost per thousand employees)

	<i>Manufacturing</i>								
	<i>Mining</i>		<i>Metal product; Machinery and equipment</i>	<i>Other</i>	<i>Const- ruction</i>	<i>Transport and storage; Commu- nication services</i>	<i>Education; Health and community services</i>	<i>Other industries(a)</i>	<i>All industries</i>
	<i>Coal</i>	<i>Other</i>							
NSW	2,989	147	173	51	19	48	16	9	48
Vic.	—	5,282	90	88	205	71	108	20	72
Qld	13,481	3,937	65	445	200	35	1	6	148
SA	—	—	133	26	25	28	33	10	28
WA	1,199	147	420	548	179	416	217	22	150
Tas.	—	—	63	52	—	215	4	4	22
NT	—	934	—	—	—	—	41	4	48
ACT	—	—	—	—	2	5	5	11	9
<b>Australia</b>	<b>4,660</b>	<b>1,359</b>	<b>142</b>	<b>160</b>	<b>115</b>	<b>84</b>	<b>57</b>	<b>12</b>	<b>79</b>

(a) Comprises Agriculture, forestry and fishing; Electricity, gas and water supply; Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Government administration and defence; Cultural and recreational services; Personal and other services.

**TABLE 6. INDUSTRIAL DISPUTES WHICH OCCURRED DURING 1995: BY INDUSTRY, AUSTRALIA**

Industry	Total industrial disputes which occurred (no.)	Employees involved (directly and indirectly) ('000)	Working days lost ('000)
Agriculture, forestry and fishing	n.p.	0.1	0.1
Mining	258	73.8	189.1
Coal	233	59.5	111.1
Iron ore	20	10.8	47.9
Other	10	3.5	30.1
Manufacturing	156	86.1	159.9
Food, beverage and tobacco	28	15.8	63.2
Textile, clothing, footwear and leather	10	2.7	6.1
Wood and paper product	4	6.1	7.8
Printing, publishing and recorded media	6	10.6	8.2
Petroleum, coal, chemical and associated product	11	5.7	17.8
Metal product; machinery and equipment	102	43.1	54.8
Other manufacturing	6	2.1	1.9
Electricity, gas and water supply	38	9.8	18.8
Construction	29	46.8	42.7
Wholesale trade; Retail trade	6	1.8	5.7
Transport and storage	80	32.0	38.1
Road transport	18	12.9	13.0
Rail transport	6	2.0	1.9
Air and space transport	4	0.7	1.3
Stevedoring	30	9.0	12.0
Other transport	34	7.5	9.9
Communication services	8	0.9	0.6
Finance and insurance; Property and business services	10	1.9	5.4
Government administration and defence	26	15.9	11.5
Education; Health and community services	39	71.8	70.9
Cultural, recreational, personal and other services	26	3.4	4.8
<b>Total</b>	<b>643</b>	<b>344.3</b>	<b>547.6</b>



TABLE 7. INDUSTRIAL DISPUTES WHICH OCCURRED DURING 1995 : BY INDUSTRY, STATES AND TERRITORIES, AUSTRALIA

Industry	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY) ('000)									
Agriculture, forestry and fishing	—	—	—	—	0.1	—	—	—	0.1
Mining	32.2	0.4	36.3	—	4.6	—	0.3	—	73.8
Coal	31.1	—	27.4	—	1.0	—	—	—	59.5
Iron ore	—	—	8.8	—	2.0	—	—	—	10.8
Other	1.1	0.4	0.1	—	1.6	—	0.3	—	3.5
Manufacturing	19.2	10.6	7.9	11.1	36.0	1.4	—	—	86.1
Food, beverage and tobacco	0.8	2.1	4.9	0.6	6.6	0.8	—	—	15.8
Textile, clothing, footwear and leather	0.1	1.6	0.1	0.3	0.5	0.2	—	—	2.7
Wood and paper product	0.4	0.9	—	0.1	4.7	—	—	—	6.1
Printing, publishing and recorded media	0.7	0.5	0.3	—	9.0	0.1	—	—	10.6
Petroleum, coal, chemical and associated product	0.9	0.4	0.2	0.3	4.0	—	—	—	5.7
Metal product; machinery and equipment	16.1	5.1	1.7	9.9	10.1	0.3	—	—	43.1
Other manufacturing	0.3	0.1	0.7	—	1.1	—	—	—	2.1
Electricity, gas and water supply	1.4	2.4	0.1	0.7	5.0	—	0.2	—	9.8
Construction	4.5	31.2	4.8	1.3	5.0	—	—	—	46.8
Wholesale trade; Retail trade	0.8	0.1	—	0.4	0.5	—	—	—	1.8
Transport and storage	6.1	7.7	2.4	1.4	13.3	1.1	—	—	32.0
Road transport	1.8	3.7	0.8	0.2	6.2	0.2	—	—	12.9
Rail transport	0.1	0.3	0.2	0.4	1.0	—	—	—	2.0
Air and space transport	0.2	0.2	—	—	0.3	—	—	—	0.7
Stevedoring	2.6	2.3	0.9	0.2	2.3	0.7	—	—	9.0
Other transport	1.3	1.2	0.5	0.6	3.6	0.2	—	—	7.5
Communication services	0.1	0.3	—	—	0.5	—	—	—	0.9
Finance and insurance; Property and business services	1.0	—	0.2	0.2	0.1	0.1	—	0.3	1.9
Government administration and defence	3.0	5.2	2.4	1.0	3.3	0.4	0.1	0.5	15.9
Education; Health and community services	6.0	21.0	0.3	11.2	31.3	0.4	1.1	0.5	71.8
Cultural, recreational, personal and other services	2.1	0.3	0.3	0.5	0.1	—	—	0.1	3.4
<b>Total</b>	<b>76.5</b>	<b>79.0</b>	<b>54.7</b>	<b>27.8</b>	<b>99.7</b>	<b>3.4</b>	<b>1.7</b>	<b>1.4</b>	<b>344.3</b>
WORKING DAYS LOST ('000)									
Agriculture, forestry and fishing	—	—	—	—	0.1	—	—	—	0.1
Mining	51.8	21.9	107.4	—	5.2	—	2.8	—	189.1
Coal	50.9	—	59.0	—	1.2	—	—	—	111.1
Iron ore	—	—	45.8	—	2.1	—	—	—	47.9
Other	0.9	21.9	2.6	—	1.9	—	2.8	—	30.1
Manufacturing	33.3	29.0	52.1	7.5	36.9	1.2	—	—	159.9
Food, beverage and tobacco	2.3	6.3	45.4	0.8	8.0	0.3	—	—	63.2
Textile, clothing, footwear and leather	—	5.0	0.2	0.2	0.5	0.4	—	—	6.1
Wood and paper product	0.7	1.6	—	0.2	5.2	—	—	—	7.8
Printing, publishing and recorded media	1.5	1.2	2.3	—	3.0	0.1	—	—	8.2
Petroleum, coal, chemical and associated product	5.9	4.0	0.3	0.2	7.4	—	—	—	17.8
Metal product; machinery and equipment	22.2	10.4	3.8	6.1	11.9	0.4	—	—	54.8
Other manufacturing	0.6	0.4	0.1	—	0.8	—	—	—	1.9
Electricity, gas and water supply	1.4	9.6	1.2	0.9	5.6	—	0.1	—	18.8
Construction	2.5	16.1	16.1	0.5	7.6	—	—	—	42.7
Wholesale trade; Retail trade	0.7	4.4	—	0.1	0.5	—	—	—	5.7
Transport and storage	7.9	8.0	3.0	0.9	16.3	1.9	—	—	38.1
Road transport	1.9	3.4	0.9	0.2	6.3	0.4	—	—	13.0
Rail transport	0.1	0.4	0.3	0.2	0.9	—	—	—	1.9
Air and space transport	0.8	0.2	—	—	0.3	—	—	—	1.3
Stevedoring	3.0	2.1	1.1	0.3	4.2	1.2	—	—	12.0
Other transport	2.0	1.8	0.7	0.3	4.6	0.4	—	—	9.9
Communication services	—	0.3	—	—	0.2	—	—	—	0.6
Finance and insurance; Property and business services	4.5	—	0.2	0.3	0.1	0.1	—	0.3	5.4
Government administration and defence	2.6	4.1	1.8	0.7	1.8	0.2	0.1	0.3	11.5
Education; Health and community services	6.4	32.6	0.2	3.8	27.2	0.1	0.6	0.1	70.9
Cultural, recreational, personal and other services	2.7	0.3	0.7	0.6	0.1	—	—	0.5	4.8
<b>Total</b>	<b>113.6</b>	<b>126.1</b>	<b>182.7</b>	<b>15.3</b>	<b>101.6</b>	<b>3.5</b>	<b>3.6</b>	<b>1.2</b>	<b>547.6</b>



TABLE 8. INDUSTRIAL DISPUTES ENDING DURING EACH YEAR 1990 TO 1995 : CAUSE OF DISPUTE, AUSTRALIA

Cause of dispute	1990	1991	1992	1993	1994	1995
WORKING DAYS LOST('000)						
Wages	154.5	37.8	23.2	137.0	140.6	155.7
Hours of Work	4.3	3.9	0.3	3.5	5.4	2.7
Leave, pensions, compensation	20.5	22.6	15.0	12.3	19.0	16.4
Managerial policy	1,060.3	869.4	224.0	271.2	158.9	207.3
Physical working conditions	99.3	60.8	27.2	18.9	17.6	24.8
Trade unionism	52.4	31.2	47.2	10.5	7.8	22.8
Other	29.0	597.4	606.1	134.1	165.6	125.6
<b>Total</b>	<b>1,420.3</b>	<b>1,623.1</b>	<b>943.0</b>	<b>587.3</b>	<b>514.8</b>	<b>555.1</b>
WORKING DAYS LOST(Per cent)						
Wages	10.9	2.3	2.5	23.3	27.3	28.0
Hours of Work	0.3	0.2	—	0.6	1.0	0.5
Leave, pensions, compensation	1.4	1.4	1.6	2.1	3.7	3.0
Managerial policy	74.7	53.6	23.7	46.2	30.9	37.3
Physical working conditions	7.0	3.7	2.9	3.2	3.4	4.5
Trade unionism	3.7	1.9	5.0	1.8	1.5	4.1
Other	2.0	36.8	64.3	22.8	32.2	22.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

TABLE 9. INDUSTRIAL DISPUTES ENDING DURING 1995 : CAUSE OF DISPUTE BY INDUSTRY, AUSTRALIA

Cause of dispute	Manufacturing				Const- ruction	Transport and storage; Communi- cation services	Education; Health and community services	Other indus- tries(a)	All industries
	Mining		Metal product; Machinery and equipment	Other					
	Coal	Other							
NUMBER OF DISPUTES									
Wages	21	3	19	18	4	15	8	15	96
Hours of Work	n.p.	—	3	n.p.	—	n.p.	n.p.	n.p.	13
Leave, pensions, compensation	6	n.p.	4	6	6	n.p.	n.p.	3	26
Managerial policy	114	18	48	22	12	47	12	56	327
Physical working conditions	50	—	13	n.p.	n.p.	n.p.	n.p.	7	79
Trade unionism	35	5	11	5	n.p.	8	n.p.	n.p.	67
Other	n.p.	n.p.	4	n.p.	n.p.	9	13	11	30
Total	232	29	102	56	29	86	39	96	638
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)('000)									
Wages	20.9	0.4	10.0	8.2	4.4	14.5	19.6	2.3	80.3
Hours of Work	0.6	—	0.9	0.2	—	0.1	0.1	0.1	2.0
Leave, pensions, compensation	0.9	0.5	1.4	1.3	4.3	—	0.2	0.3	9.0
Managerial policy	21.3	10.4	8.3	6.7	1.9	4.9	6.7	15.6	75.8
Physical working conditions	9.0	—	0.9	0.6	0.1	0.6	—	2.4	13.7
Trade unionism	5.9	1.7	2.7	1.3	—	3.1	0.1	0.2	15.0
Other	0.8	2.3	18.9	25.0	36.2	14.7	45.0	8.6	151.5
Total	59.5	15.4	43.1	43.3	46.8	38.0	71.8	29.5	347.3
WORKING DAYS LOST('000)									
Wages	46.7	4.0	18.4	20.8	20.8	25.4	15.9	3.6	155.7
Hours of Work	0.7	—	0.6	0.2	—	0.3	0.9	—	2.7
Leave, pensions, compensation	1.5	0.7	5.3	6.3	2.5	0.1	0.1	0.1	16.4
Managerial policy	37.0	74.2	12.0	42.8	3.2	5.4	6.5	26.3	207.3
Physical working conditions	13.4	—	0.7	3.0	—	0.8	0.1	6.8	24.8
Trade unionism	8.2	3.2	3.9	1.7	—	5.5	0.1	0.1	22.8
Other	1.0	2.3	14.2	19.5	19.3	13.5	47.5	8.2	125.6
Total	108.5	84.4	55.1	94.2	45.8	51.0	70.9	45.2	555.1

(a) Comprises Agriculture, forestry and fishing; Electricity, gas and water supply; Wholesale Trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Government administration and defence; Cultural and recreational services; Personal and other services.



TABLE 10. INDUSTRIAL DISPUTES ENDING DURING EACH YEAR 1990 TO 1995 : DURATION OF DISPUTE, AUSTRALIA

<i>Duration of dispute</i>	1990	1991	1992	1993	1994	1995
WORKING DAYS LOST('000)						
Up to and including 1 day	168.2	182.5	674.4	142.8	72.9	132.9
Over 1 and up to and including 2 days	316.8	835.1	102.4	262.8	123.4	104.1
Over 2 and less than 5 days	655.1	463.4	73.7	106.5	104.6	154.7
5 and less than 10 days	93.8	53.7	30.9	40.1	147.2	97.6
10 and less than 20 days	72.4	65.5	16.7	32.3	58.9	28.4
20 days and over	114.0	22.9	44.9	2.8	7.7	37.4
<b>Total</b>	<b>1,420.3</b>	<b>1,623.1</b>	<b>943.0</b>	<b>587.3</b>	<b>514.8</b>	<b>555.1</b>
WORKING DAYS LOST(Per cent)						
Up to and including 1 day	11.8	11.2	71.5	24.3	14.2	23.9
Over 1 and up to and including 2 days	22.3	51.4	10.9	44.7	24.0	18.8
Over 2 and less than 5 days	46.1	28.5	7.8	18.1	20.3	27.9
5 and less than 10 days	6.6	3.3	3.3	6.8	28.6	17.6
10 and less than 20 days	5.1	4.0	1.8	5.5	11.4	5.1
20 days and over	8.0	1.4	4.8	0.5	1.5	6.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

TABLE 11. INDUSTRIAL DISPUTES ENDING DURING 1995 : METHOD OF SETTLEMENT BY INDUSTRY, AUSTRALIA

Method of settlement	Manufacturing				Const- ruction	Transport and storage; Communi- cation services	Education; Health and community services	Other indus- tries(a)	All industries
	Mining		Metal product; Machinery and equipment	Other					
	Coal	Other							
NUMBER OF DISPUTES									
Negotiation	33	6	14	19	5	12	7	12	105
State legislation	6	n.p.	n.p.	n.p.	n.p.	6	—	6	25
Federal and joint									
Federal-State legislation	24	n.p.	n.p.	12	n.p.	6	—	16	74
Resumption without negotiation	169	20	74	21	19	62	32	62	433
Other methods	—	—	—	n.p.	—	—	—	—	n.p.
<b>Total</b>	<b>232</b>	<b>29</b>	<b>102</b>	<b>56</b>	<b>29</b>	<b>86</b>	<b>39</b>	<b>96</b>	<b>638</b>
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)(‘000)									
Negotiation	5.6	9.2	2.2	6.3	0.2	10.0	0.6	1.9	36.0
State legislation	0.8	0.7	0.1	0.6	0.4	0.6	—	1.7	4.9
Federal and joint									
Federal-State legislation	21.3	0.7	4.9	2.8	0.4	5.2	—	6.0	41.2
Resumption without negotiation	31.7	4.9	35.9	33.6	45.8	22.1	71.2	19.9	265.1
Other methods	—	—	—	—	—	—	—	—	—
<b>Total</b>	<b>59.5</b>	<b>15.4</b>	<b>43.1</b>	<b>43.3</b>	<b>46.8</b>	<b>38.0</b>	<b>71.8</b>	<b>29.5</b>	<b>347.3</b>
WORKING DAYS LOST(‘000)									
Negotiation	14.3	52.0	5.8	26.7	0.2	17.9	1.5	5.2	123.7
State legislation	1.7	1.4	0.1	2.6	3.2	0.9	—	6.2	16.0
Federal and joint									
Federal-State legislation	45.3	24.8	12.1	8.2	0.4	10.9	—	12.1	113.7
Resumption without negotiation	47.2	6.3	37.1	56.6	42.1	21.2	69.5	21.7	301.7
Other methods	—	—	—	0.1	—	—	—	—	0.1
<b>Total</b>	<b>108.5</b>	<b>84.4</b>	<b>55.1</b>	<b>94.2</b>	<b>45.8</b>	<b>51.0</b>	<b>70.9</b>	<b>45.2</b>	<b>555.1</b>

(a) Comprises Agriculture, forestry and fishing; Electricity, gas and water supply; Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Government administration and defence; Cultural and recreational services; Personal and other services.



**TABLE 12. INDUSTRIAL DISPUTES ENDING DURING 1995 : DISTRIBUTION OF NUMBER OF EMPLOYEES INVOLVED AND WORKING DAYS LOST, AUSTRALIA**

	Number of disputes	Employees involved (directly and indirectly)		Working days lost	
		Number ( <sup>'000</sup> )	Per cent	Number ( <sup>'000</sup> )	Per cent
<i>Employees involved —</i>					
Under 50	174	4.6	1.3	8.9	1.6
50 and under 100	119	8.3	2.4	19.7	3.5
100 and under 200	118	17.4	5.0	31.5	5.7
200 and under 400	128	35.0	10.1	72.2	13.0
400 and under 1,000	61	35.0	10.1	101.7	18.3
1,000 and under 2,000	15	20.0	5.7	33.3	6.0
2,000 and under 3,000	n.p.	11.7	3.4	12.1	2.2
3,000 and under 20,000	16	128.9	37.1	213.8	38.5
20,000 and over	n.p.	86.4	24.9	61.9	11.2
<b>Total</b>	<b>638</b>	<b>347.3</b>	<b>100.0</b>	<b>555.1</b>	<b>100.0</b>
<i>Working days lost —</i>					
10 and under 100	264	17.0	4.9	10.1	1.8
100 and under 500	233	47.4	13.7	54.2	9.8
500 and under 1,000	69	30.6	8.8	46.5	8.4
1,000 and under 2,000	26	18.3	5.3	36.4	6.6
2,000 and under 5,000	30	55.2	15.9	95.1	17.1
5,000 and under 10,000	7	51.1	14.7	49.9	9.0
10,000 and over	9	127.7	36.8	263.0	47.4
<b>Total</b>	<b>638</b>	<b>347.3</b>	<b>100.0</b>	<b>555.1</b>	<b>100.0</b>



## EXPLANATORY NOTES

### INTRODUCTION

1 This publication contains annual statistics of industrial disputes. Figures for the period have previously been published in less detail in *Industrial Disputes, Australia* (6321.0), issued monthly.

2 Two methods of presenting industrial disputes statistics are used in this publication. These are shown in:

- Disputes which *occurred* during a particular year, irrespective of whether the disputes ended during the year or continued into subsequent years. Statistics of employees involved and working days lost relate only to those parts of the disputes which occurred during the year concerned.
- Disputes which *ended* during the year. Statistics relate to all employees involved and working days lost during the course of disputes ending in the particular year, even if the disputes started in the previous year.

### COVERAGE

3 The statistics in this publication relate to disputes which involved stoppages of work of ten working days or more at the establishments where the stoppages occurred. Ten working days is equivalent to the amount of ordinary time worked by ten people in one day, regardless of the length of the stoppage, for example, 3,000 workers on strike for two hours would be counted as 750 working days lost (assuming they work an eight hour day).

4 The statistics of working days lost relate to the losses due to industrial disputes only (see the definition of 'Disputes' in the Glossary). Effects on other establishments, such as stand-downs because of lack of materials, disruption of transport services, power cuts, etc. are not included.

5 The statistics of industrial disputes are compiled mainly from data obtained from employers (both private and public sector), from trade unions and from reports of government authorities. Particulars of some stoppages, e.g. State or Australia wide general strikes may have been estimated and the statistics therefore should be regarded as giving only a broad measure of the extent of industrial disputes as defined above.

### TYPE OF DISPUTE

6 Included in these statistics are the following types of industrial disputes:

- unauthorised stopwork meetings;
- unofficial strikes;
- sympathetic strikes (e.g. strikes in support of a group of workers already on strike);
- political or protest strikes;
- general strikes;
- work stoppages initiated by employers (e.g. lockouts); and
- rotating or revolving strikes (i.e. strikes which occur when workers at different locations take turns to stop work).



Excluded from these statistics are work-to-rules, go-slows, bans (e.g. overtime bans) and sit-ins. In addition, industrial disputes in which employees resign are deemed to have been resolved. Statistics on those disputes will cease to be collected from the date of the employees' resignations.

#### CHANGE IN METHODOLOGY

**7** The basis for the calculation of working days lost per thousand employees was changed in *Industrial Disputes, Australia, 1994* (6322.0) to use estimates of employees taken from the ABS Labour Force Survey only. Estimates have been recalculated on this basis for each 12 month period back to December 1990 and are available on request. For the 1987 to 1993 editions of this publication, estimates of employees were taken predominantly from the ABS Survey of Employment and Earnings (*Employed Wage and Salary Earners* (6248.0)).

**8** The basis for the calculation of the number of disputes was changed in *Industrial Disputes, Australia, 1992* (6322.0) and the series revised back to September 1991. Prior to September 1991, disputes affecting more than one industry and/or State were counted as a separate dispute in each industry and State and in the Australian total. From September 1991 onwards, a dispute affecting more than one industry and/or State is counted once in each industry and/or State, but only once at the broader industry and Australia level. The reason for the change was to align the method of counting the number of industrial disputes with the International Labour Organisation guidelines. This change does not affect the estimates of employees involved or working days lost.

#### INDUSTRY CLASSIFICATION

**9** Industry information from 1994 shown in tables 2, 5, 6, 7, 9 and 11 is classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC) — for more details refer to *Australian and New Zealand Standard Industrial Classification, 1993* (1292.0). It replaces the Australian Standard Industrial Classification (ASIC), which had been in use for many years. Data for periods prior to 1994 in table 2 have been classified only according to ASIC.

#### RELIABILITY OF ESTIMATES

**10** Inaccuracies may occur because of imperfections in information provided by respondents or in processing by the ABS. Although considerable care is taken in questionnaire design; in the instructions given to respondents; and in editing the returns; these inaccuracies may occur in any enumeration, whether it be a full count or a sample.



## RELATED PUBLICATIONS

**11** Users may also wish to refer to the following publications and standard data services which are available from ABS bookshops.

- *Industrial Disputes, Australia, 1994* (6322.0.40.001) — standard data service
- *Labour Statistics, Australia* (6101.0) — issued annually
- *Labour Force, Australia* (6203.0) — issued monthly
- *Trade Union Statistics, Australia* (6323.0.40.001) — standard data service
- *Trade Union Members, Australia, August 1994* (6325.0.40.001) — standard data service
- *Working Arrangements, Australia, August 1995* (6342.0.40.001) — standard data service

**12** Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Release Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Release Advice are available from any ABS office.

## UNPUBLISHED STATISTICS

**13** A range of unpublished data is also available on request including dispute details at more detailed industry levels, cross-classified by State and Territory, and finer cause of dispute and method of settlement categories than those published. Considerable time series exist for most variables. Inquiries regarding data availability and the associated charges should be directed to Henry Ferst on (03) 9615 7980.

## FLOPPY DISK SERVICE

**14** Selected ABS statistics are available on floppy disk. Further information is available on (06) 252 6684.



## GLOSSARY

### **Cause of dispute**

The statistics of cause of industrial disputes relate to the reported main cause of stoppage of work and not necessarily all causes that may have been responsible for the stoppage of work. For these reasons, the statistics do not reflect the relative importance of all causes of disputes as perceived by both employers and employees. The causes are classified from information supplied by employers and according to standards determined by the International Labour Organisation. The classification of causes is as follows :

*Wages.* Claims involving general principles relating to wages e.g. increase (decrease) in wages; variation in method of payment or combined claims relating to wages, hours or conditions of work in which the claim about wages is deemed to be the most important. Combined claims in which the other claims are deemed to be the most important are included under the relevant clause. Disputes over award restructuring are included under managerial policy.

*Leave, pensions, compensation.* Claims involving general principles relating to holiday and leave provisions; pension and retirement provisions; workers' compensation provisions; insertion of penal clause provisions in awards.

*Managerial policy.* Disputes concerning the exercise of managerial control by employers, e.g. terms and conditions of employment (other than disputes specifically about wages and hours); new awards and agreements; award restructuring; work practices; principles of promotion or deployment of staff including roster complaints and retrenchments; disciplinary matters including alleged victimisation of union officials; employment of particular persons; disagreement with managerial decisions.

*Physical working conditions.* Disputes concerning physical working conditions and safety issues, e.g. protective clothing and equipment; first aid services; uncomfortable working conditions; lack of, or the condition of, amenities; claims for assistance; shortage or poor distribution of equipment or material; condition of equipment; new production methods and equipment; arduous physical tasks.

*Trade unionism.* Disputes concerning employment of non-unionists, inter-union and intra-union disputes; sympathy stoppages in support of employees in another industry; recognition of union activities.

*Hours of work.* Claims involving general principles relating to hours of work, e.g. decrease (increase) in hours; distribution of hours.

*Other.* Disputes concerning protests directed against persons or situations other than those relating to the employer/employee relationship, e.g. political matters; fining and jailing of persons; lack of work; lack of adequate transport; non-award public holidays; accidents and attendance at funerals. Stoppages for which no reason is given are also included in this category.



## Disputes

For these statistics, an *industrial dispute* is defined as a withdrawal from work by a group of employees, or a refusal by an employer or a number of employers to permit some or all of their employees to work, each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance.

A dispute affecting several establishments is counted as a single dispute if it is organised or directed by one person or organisation; otherwise it is counted as a separate dispute at each establishment (in each State or Territory) and in each industry in which it occurred.

A dispute affecting more than one industry and/or State is counted once in each industry and State but only once at the broader industry and Australia level. Prior to September 1991 disputes covering more than one industry and/or State were counted differently (refer to paragraph 8 of the Explanatory Notes for details).

When there is a return to work between stoppages over the same issue, and the return to work is for less than two complete months, the stoppages are counted as a single dispute. When the return to work is for two or more months, the dispute is considered to have ended at the time of the return to work. Should a subsequent stoppage occur, it is counted as a new dispute.

## Disputes which occurred during the year

*Disputes which occurred during the year* encompasses those disputes which:

- started in a previous year and ended in the year being measured,
- began and ended in the year being measured,
- began in the year being measured and continued into the next year, or
- started prior to the reference year, continued through the year and into the next year.

## Duration of dispute

The *duration* of a dispute is the average number of working days lost per employee involved in the dispute. The duration of the dispute is calculated by dividing the number of working days lost in the dispute by the number of employees involved (both directly and indirectly).

## Employees

*Employees* refers to wage and salary earners only. Excluded are persons who are self-employed (e.g. building sub-contractors, owner-drivers of trucks) and employers.

*Employees directly involved* are those who actually participated in the dispute in order to enforce or resist a demand or to express a grievance.

*Employees indirectly involved* are those who ceased work at the establishment where the stoppages occurred, but who are not themselves parties to the dispute. Employees who ceased work at establishments other than those where the stoppages occurred are excluded (see paragraph 4 of the Explanatory Notes).



*Total employees involved* for any period of time are obtained by adding together the number of employees involved in each dispute in the period. For any period of time the figures may include details of the same employees involved in more than one dispute. The longer the period of reference, the more chance there is of some double counting in the number of employees involved. Where there are varying numbers of employees involved during the progress of a dispute, the figures of employees involved relate to the largest number of individual employees involved on any one day. Generally, the *total* number of employees involved for each year will equal the sum of the total number of employees involved in the first month of a year plus the number of employees *newly* involved in subsequent months. Differences between monthly and annual totals can occur due to the temporary cessation of stoppages which resume in subsequent months. Employees re-involved in this type of dispute are not classified as employees *newly* involved in stoppages in the second period in which the dispute occurs.

## **Method of settlement**

Statistics of the *method of settlement* of industrial disputes relate to the method directly responsible for ending the stoppage of work as reported and not necessarily to the method (or methods) responsible for settling all matters in dispute. For these reasons, they do not reflect the relative importance of the work of various industrial tribunals operating under State and Federal legislation. The classification of method of settlement is as follows:

*Negotiation.* Private negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under State or Federal industrial legislation.

*State legislation.* Intervention or assistance of an industrial authority or authorities created by or constituted under State conciliation and arbitration or wages board legislation, or reference to such authorities or compulsory or voluntary conference. Intervention, assistance or advice of State government officials or inspectors.

*Federal and joint Federal-State legislation.* Compulsory or voluntary conference or by intervention or assistance of, or reference to, the industrial relation commissions created by or constituted under the Industrial Relations Act, Coal Industry Acts, Stevedoring Industry Act, and other acts such as the Navigation Act; Public Service Arbitration Act. Intervention, assistance or advice of Federal government officials or inspectors.

*Resumption without negotiation.* This category may include some disputes which are settled subject to subsequent negotiation of a formal nature, such as industrial court hearings. Stop-work meetings are included, and this category may also include disputes settled by 'resumption' as stated, but about which no further information is available.

*Other methods.* Mediation; filling places of employees on strike or locked out; closing establishments permanently; dismissal or resignation of employees.



**Working days lost**

*Working days lost* refers to working days lost by employees directly and indirectly involved in the dispute and figures are generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of employees involved and the duration of the dispute.

**Working days lost per thousand employees**

*Working days lost per thousand employees* are calculated for the 12 month period from working days lost and estimates of employees obtained from the ABS Labour Force Survey. Refer to paragraph 7 of the Explanatory Notes for details of the way in which these measures are calculated.



## For more information . . .

The ABS publishes a wide range of statistics and other information on Australia's economic and social conditions. Details of what is available in various publications and other products can be found in the ABS Catalogue of Publications and Products available from all ABS Offices.

### ABS Products and Services

Many standard products are available from ABS bookshops located in each State and Territory. In addition to these products, information tailored to the needs of clients can be obtained on a wide range of media by contacting your nearest ABS Office. The ABS also provides a Subscription Service for standard products and some tailored information services.

### National Dial-a-Statistic Line

0055 86 400

Steadycom P/L: premium rate 25c/21.4 secs.

This number gives 24-hour access, 365 days a year, for a range of important economic statistics including the CPI.

### Internet

<http://www.statistics.gov.au>

A wide range of ABS information is available via the Internet, with basic statistics available for each State, Territory and Australia. We also have Key National Indicators, ABS product release details and other information of general interest.

### Sales and Inquiries

Keylink STAT.INFO/ABS  
X.400 (C:Australia,PUB:Telememo,O:ABS,FN:STAT,SN:INFO)  
Internet stat.info@abs.telememo.au

National Mail Order Service (06) 252 5249  
Subscription Service 1800 02 0608

	Information Inquiries	Bookshop Sales
SYDNEY	(02) 268 4611	(02) 68 4620
MELBOURNE	(03) 9615 7755	(03) 9615 7755
BRISBANE	(07) 3222 6351	(07) 3222 6350
PERTH	(09) 360 5140	(09) 360 5307
ADELAIDE	(08) 237 7100	(08) 237 7582
CANBERRA	(06) 252 6627	(06) 207 0326
HOBART	(002) 205 800	(002) 205 800
DARWIN	(08) 89432 111	(08) 89432 111



Client Services, ABS, PO Box 10, Belconnen ACT 2616

Produced by the Australian Government Publishing Service  
© Commonwealth of Australia 1996

Recommended retail price: \$14.00



2632200001952

ISSN 1031-0355

